

FY 2021

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UNITY COMMISSION

Annual Report



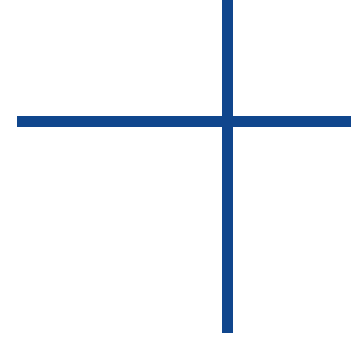


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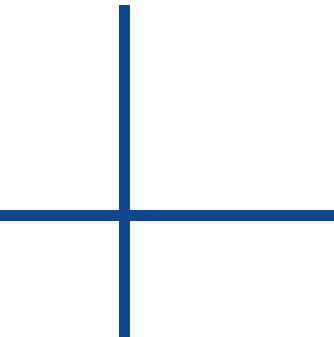
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THE CITY OF HAMPTON'S COMMITMENT

The city of Hampton is committed to Diversity, Equity, and Inclusion – a core philosophy that will ensure that we support an engaged staff who can best serve all of our residents, businesses and visitors.

Our goal is to attract, retain, and develop a wide range of individuals from all backgrounds who bring their unique experiences and perspectives to create an innovative and thriving workforce.

We believe in maintaining an open, collaborative, and diverse workplace where employees feel involved in day-to-day interactions between peers, managers, and teams. We will ensure that each employee has access to opportunities for individual growth and development. As part of that goal, we commit to a continuous review of our systems and processes to identify and eliminate barriers or obstacles.

The City of Hampton will explore different perspectives and unique experiences in order to increase empathy, adaptability, and respect for one another within our workforce. This will extend to our interactions with the public, as we are leaders in developing a culturally competent community.

We pledge to operate collectively toward this vision, relying on the unique differences of our members to achieve the common goal of unity and high performance.

GOALS

The city's goals and strategic commitments were modeled from the State of Virginia's - One Virginia Plan.

- Improve climate and relations
- Improve access and success
- Improve training and education
- Improve community engagement
- Improve infrastructure



Many could say both national and local governments alike were impacted by two pandemics in the year 2020 – Covid-19 and racial unrest indeed altered our world's course.

However, these obstacles created Hampton's opportunity to amplify our commitment to diversity, equity, and inclusion for residents, employees, and stakeholders.

Lila Watson, a visual artist, has said that you are wasting your time if you have come here to help me. But if you have come because your liberation is bound with mine, then let us work together.

The position of standing together to restore unity is our most actionable and familiar course.

As a part of the City of Hampton, the Citizens' Unity Commission is responsible for overseeing and developing programming that brings citizens together, encourages positive interactions between diverse individuals, and promotes the value of respect for difference while learning and growing together.

After extensive research and several conversations, the city's findings led to a review of internal processes and an executive management commitment to develop and maintain a Diversity, Equity, and Inclusion Program that includes all city employees, residents and stakeholders.

As the executive director of the Citizens' Unity Commission, I am dedicated to deepening our commitment to diversity, equity, and inclusion for the city and accomplishing our strategic goals and commitment.

Latiesha D. Handie
Executive Director, LGBTQ Liaison

ABOUT CITIZENS' UNITY COMMISSION

Mission

C.U.C.'s mission is to promote the value of diversity, equity, and inclusion through programs and events that create and increase opportunities for communities to learn and grow together. We ensure fair and impartial access to better social and environmental outcomes in the City of Hampton. By partnering with two citizen-based commissions, a youth advisory group, and internal staff, we provide proactive and reactive support to accomplish the city's D.E.I. strategic goals and commitments.

Vision

Hampton will be a welcoming, supportive, and inclusive city of all citizens concerning race, color, religion, age, disability, ethnicity, sexual orientation, or gender identity.

Values

Diversity, Equity, Inclusion, Cultural Competency; Unity





It has been a pleasure and an honor to serve the City of Hampton as the Program Coordinator for the Citizens' Unity Commission. The ever-changing demographics of the city appear in both appreciation and challenges far greater than the days before, resulting in our constant need to evolve and shift.

Our focus and intent are to encourage people from every nation, race/ethnicity, belief, gender, sexual orientation & gender identity, disability, and culture to feel respected and valued for their unique contributions to the community. I believe that diversity is POWER.

My goal is to continue building our city's neighborhoods and stakeholders that champion racial equity, value differences, and celebrate unique perspectives. My ongoing commitment to diversity and inclusion is how we address societal challenges as we learn and grow together.

It's how we do cITy better – and this is why I Choose Hampton.

Imara "Gabe" Diaz
Program Coordinator

CLIMATE & RELATIONS

Commitment: Create and sustain an organizational environment that affirms and respects D.E.I. and employee inclusive practices.

As a part of the city's commitment to high performance, the executive management leadership team proactively assessed the vision and shared results of organization-wide goals and collective impact, resulting in the following outcomes:

- Leadership adopted the states One Virginia Plan as a guiding tool for our D.E.I. strategic goals and commitments during the Executive Management Team Planning Retreat
- Executive Leadership developed collective commitment statement
- Secured email addresses for all city employees to improve access to important communication
- Expanded the list of protected characteristics and factors related to discriminatory and harassing behavior to include: sexual orientation, gender identity, pregnancy, childbirth or related medical conditions including lactation, and status as a veteran, in Chapter 2 of the Personnel Policies



PARTNERS

- Organizational Performance Manager
- Community Development
- Human Resources
- Informational Technology
- CARES Act Coordinators
- Executive Management Leadership Team



ACCESS & SUCCESS

Commitment: Provide equitable tools and support for employees, residents, and stakeholders to reach their full potential in the City of Hampton.

Both national and local governments alike were impacted by two pandemics in the year 2020 – Covid-19 and racial unrest, in which the commission ensured support through the following outcomes:

- Hosting community-wide PPE distributions & resource drives
- Convening Social Justice & Societal Change Virtual Discussions & community stakeholder meetings
- Developing & overseeing a robust Health Equity Initiative



PARTNERS

- Governor Ralph Northam's Chief Diversity Cabinet
- Virginia Peninsula Foodbank
- Thomas Nelson Community College
- Six Mount Zion Baptist Church
- Citizens' Unity Commission, Citizens' Engagement & Advisory Review Commission, Youth Advisory Group, Action Now Y, Participants
- Hampton Police, Parks RLS, Human Service
- Emergency Management
- 249 Ninja;
- Various community groups



MITIGATING COVID-19

Health Equity Opportunities

In partnership with Sentara Hospital, the city worked to reach residents that were in vulnerable populations ages 65 and older by holding several vaccination clinics that began March 26, 2021.

Once the COVID-19 vaccine was available to citizens 12 years of age and up, additional clinics were held throughout neighborhoods that were deemed high-risk for contracting the coronavirus.

The events aimed to educate and inform residents of health-related resources, vaccination benefits and increase the number of vaccinated minority residents.



C.E.O. FEST

The Citizens' Unity Commission and Emergency Management Team hosted full and modified service clinics in Hampton Redevelopment and Housing authority neighborhoods with music, focus group discussions and food available to connect residents in elevated-risk communities to onsite vaccinations, eye exams, hypertension and glucose screenings, health insurance information and more.

Several Partners including: Educate Vaccinate, Community Development, Hampton Fire & Rescue, Parks & Recreation, and Hamptons Human Services provided onsite support.



C.E.O. FEST SUMMARY

60+

Vaccinations administered to elevated risk residents in communities with high hesitancy and apprehension to government and inoculations.



444+

Hampton Redevelopment Housing Authority units and surrounding locations engaged through Educate Vaccinate Canvassing to schedule and assist residents in connecting to health related resources and screenings.

PLUS

With the help of the following partners, Wagner & Macula Retina Center, provided 55+ residents free eye exams, over 80 families received "We Care" food boxes from the Virginia Peninsula Foodbank and Hampton's Humans Services educated residents about Medicaid Expansion. In addition to food demonstrations and fitness tip tutorials.



STANDING IN SOLIDARITY ON BEHALF OF OUR CITY

Under the direction of the Hampton City Council and Mayor Donnie R. Tuck, the City of Hampton's Citizens' Unity Commission convened an unprecedented discussion forum addressing racial biases and cultural insensitivity. The platform was created for citizens to share concerns that impacted our local, national, and international communities and identify areas of improvement for healthy race relations.

While the discussion series was partially a reaction to national unrest, it was also a dialogue to take a proactive self-examination to build a more just and inclusive community.

The conversations explored the perception and methods of local policing, law enforcement in communities of color, methods of protest and their effectiveness, and the youth voice's importance to help build Hampton's future.

Leading to a 4- day virtual youth Action Now, Y! Program designed to discuss and promote civic engagement, diversity, and unity for youth taking steps towards change today."



TRAINING & EDUCATION



Commitment: Engage employees in professional development in the learning of varied perspectives of diversity, equity and inclusion.

The city launched its first virtual diversity training for all city employees accomplishing the following outcomes.

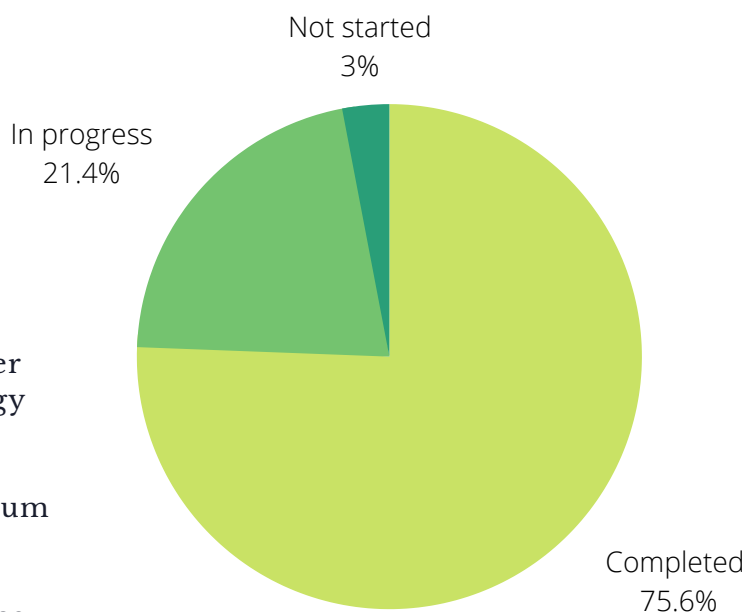
CUC staff implemented organization-wide training for all city employees to foster understanding and appreciation for workforce Diversity, Equity, Inclusion. Of 2,360 Unique Users, 75.6 percent of the workforce completed 5 introductory sessions of Diversity, Equity, Inclusion, Cultural Competency; and Unity Training.

**HAMPSON
DIVERSITY
TRAINING**



PARTNERS

- CMO Organizational Performance Manager
- Human Resources, Information Technology
- Community Development, Hampton Arts
- Hampton Fire & Rescue, Public Works
- Hampton Library, Hampton History Museum
- Marketing and Outreach
- Economic Development, Procurement
- Hampton Police, Parks RLS, Human Service
- Tetaun Mediaworks, Waters Films LLC.
- Executive Management Leadership Team



INFRASTRUCTURE

Commitment: Create and sustain city wide systems and processes to effectively support progress in achieving diversity goals.

The Executive Management Leadership team committed to a continuous review of our systems and processes to identify and eliminate barriers or obstacles to achieve the common goal of unity and high performance through the following outcomes.

- City's D.E.I. Commitment shared during new hiring Onboarding & Orientation
- LGBTQ Liaison established to address and respond to community specific concerns and municipal equality surveys
- Department head review of internal processes, language and trainings





COMMUNITY ENGAGEMENT

Commitment: Deepening the agencies contribution to improved inclusivity and equity in the communities we serve.

The Citizens' Unity Commission ensures Hampton will be a welcoming, supportive and inclusive city through events, programs and educational platforms, which aim to educate and engage residents on the topics of diversity, equity and inclusion through the following outcomes.

- Hampton Diversity College for residents to increase knowledge on the value of diversity, unity and inclusion in our community and contemporary workplaces
- Two citizen-based commissions and one youth advisory board purposed to assist with proactive and reactive planning and engagement
- Internal & External trainings and facilitations
- Seasonal and annual events and programs
- Establishing community partnerships, input, participation, and support

Jannie Davis Evans is 😊 feeling positive.
7m • 🧑🏾

Happy Friday! Thank God for the use of Zoom, I was able to complete Level 1 of the Hampton Diversity College. DIVERSITY AWARENESS HAS ALWAYS MATTERED IN MY LIFE BECAUSE OF MY FAMILY, FRIENDS, BELIEFS, CULTURE, WORK, AND OF COURSE, OUR NATION. I have taken many Diversity courses but this was one of the BEST. Special thanks to Mayor Tuck and his staff. I look forward to taking Level 2. 🙌

<https://hampton.gov/2714/Diversity-College>



Over 125 individuals participated virtually in Levels I, II, and III of Hampton's Diversity College amid a global pandemic.

- **Level I** - 55 graduates
- **Level II** - 35 graduates
- **Level III** - 35 graduates

